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SASKATCHEWAN INSTITUTE OF
APPLIED SCIENCE AND TECHNOLOGY

Report on the Aboriginal Population in Saskatchewan

Prepared by:

SIAST Research and Development

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October 1997
#97-09

**Saskatchewan Institute Of Applied
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Saskatchewan***

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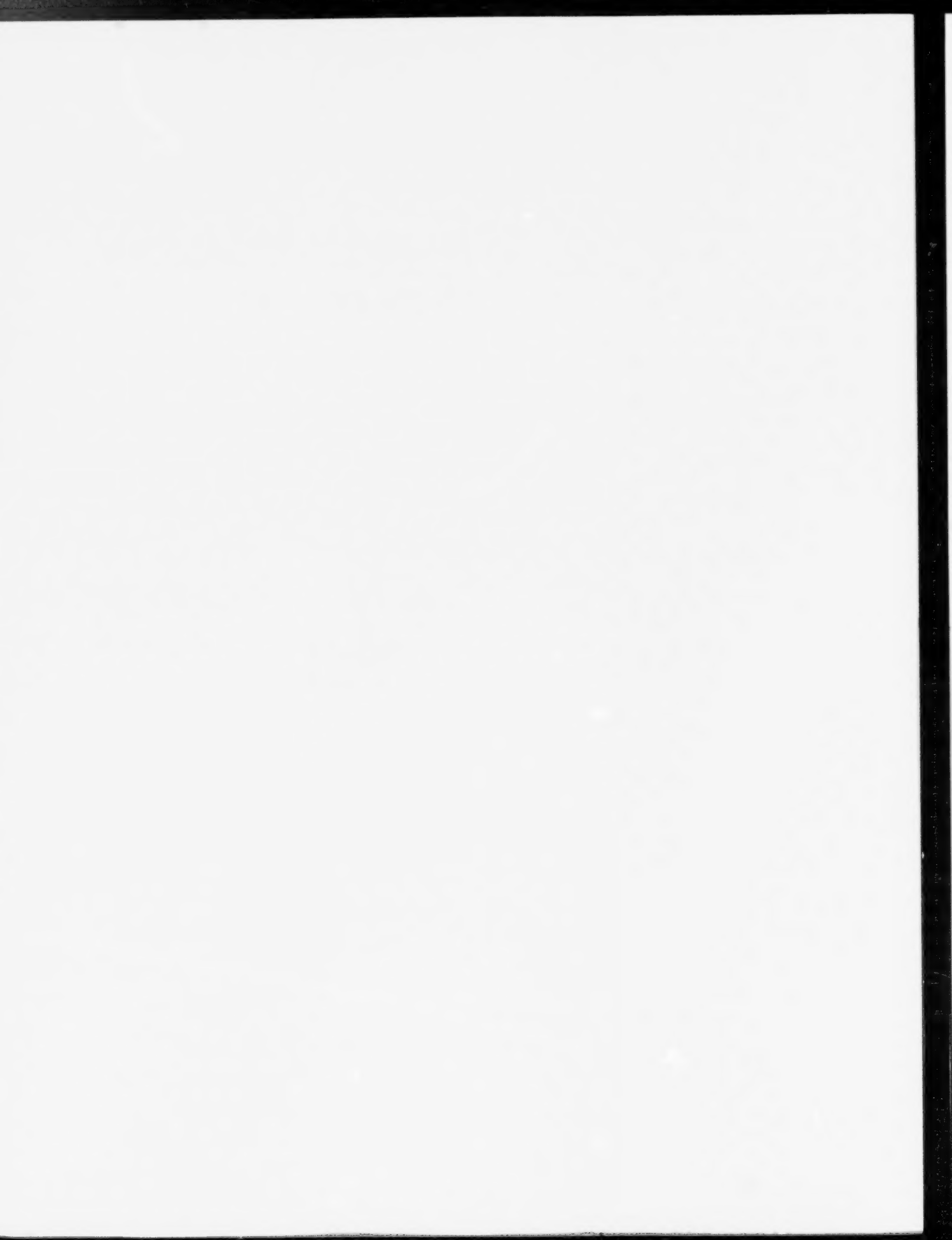


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Report on the Aboriginal Population in Saskatchewan

October 1997

1.0 Aboriginal Population

1.1 Definition of Aboriginal

- 1.1.1 According to the report *Saskatchewan and Aboriginal Peoples in the 21st Century : Social Economic and Political Changes and Challenges [hereinafter referred to as **Aboriginal Economic Impact Study**]*, **Aboriginal** means both **First Nations** and **Metis** peoples. The study was commissioned by the Federation of Saskatchewan Indian Nations.

The 1982 *Constitution of Canada* and *SIAST's Education Equity Program* include the Inuit people in the term **Aboriginal**.

The following terminology is taken from *SIAST's Education Equity Program Annual Monitoring Report, submitted to the Saskatchewan Human Rights Commission, September 30, 1996*.

- **Aboriginal** - people who are descendants of the original peoples of the land. In Canada, Aboriginal includes the Indian, Metis and the Inuit peoples.
- **Inuit** - people who live in the arctic and subarctic of Canada. In 1939 the Supreme Court of Canada decided that they were within federal jurisdiction by virtue of the BNA Act.
- **Metis** - persons who are of mixed aboriginal and non-aboriginal ancestry; have ancestors who were entitled to receive land grants and/or scrips under the provisions of The Manitoba Act, 1870 or the Dominion Lands Acts; or can show proof that they are Metis.
- **First Nations People** - Indian people of Saskatchewan who are legally designated as Status, Registered or Treaty, under the Indian Act. First Nations languages in Saskatchewan include Cree, Saulteaux, Dakota (Sioux), Nakota (Assiniboine) and Dene (Chipewyan).
- **Non-Status Indian** - persons of aboriginal ancestry who do not qualify for status under the provision of the Indian Act. They possess no special rights and privileges by virtue of their aboriginal ancestry.

(Source: *SIAST Education Equity Program Annual Monitoring Report, 1996*)

- 1.1.2 In an article, titled *Language and Culture of the Metis People*, writer Josee Normand acknowledged that awareness of both the **North American Indians** and the **Inuit** had increased in recent years, but that little is known of the **Metis** people. The Metis people consider themselves neither white nor Indian, but more a mixture of Indian, French and British ancestry. Normand used as her source, the 1991 *Aboriginal Peoples Survey: Schooling, Work and Related Activities, Income, Expenses and Mobility (APS)* [hereinafter referred to as the *Aboriginal Peoples Survey*]. Most of the Metis live in the Prairie provinces - 29% in Alberta, 25% in Manitoba, and 20% in Saskatchewan. Of these figures, many of the Metis indicated that they lived in cities in the prairie provinces. A high majority of the Metis speak either one or both of Canada's official languages (Table 1). The article by Normand indicated that 29% of the Metis in the urban areas of the country also speak an Aboriginal language. Normand reported that the Metis people have strong cultural and traditional ties and that almost 41%, aged 15 and over, participate in activities traditional to the Aboriginal community.

Table 1
Official Languages spoken by Metis and North American Indian
populations aged 15 and over, 1991

Age Group	Metis			North American Indian		
	English Only	French Only	Both English & French	English Only	French Only	Both English & French
15 and over	82%	4%	14%	86%	4%	6%
15-24	88%	3%	9%	90%	4%	5%
25-44	82%	3%	14%	88%	5%	7%
45-64	77%	5%	17%	82%	5%	7%
65 and over	64%	3%	26%	70%	5%	6%

Percentages may not add due to rounding.

(Source: *Language and Culture of the Metis People*, *Canadian Social Trends*, Number 43, Winter 1996)

- 1.1.3 The *Aboriginal Economic Impact Study* reported that there was no significant reference to the Aboriginal peoples within the province of Saskatchewan prior to and immediately following the Second World War. The report stated "... not dismissing the isolating impact of racism, the separation of Aboriginal people from the larger population was the product

of *de facto* economic, social, political, cultural and geographic segregation." One of the results of this separation meant that the Aboriginal and Non-Aboriginal population did not have a shared past, and their experiences, assumptions and aspirations for the future were quite different.

(Sources: *Saskatchewan and Aboriginal Peoples in the 21st Century: Social Economic and Political Changes and Challenges*, 1997)

1.2 Population figures for the last thirty years in Canada and Saskatchewan

- 1.2.1 The Aboriginal population in Canada has increased dramatically over the last 30 - 40 years. The *1961 Census* reported that there were 30,630 Aboriginal and Eskimos in Saskatchewan, while the *1991 Census* reported a population of 66,270 persons of Aboriginal origins in the province. As well as an increase in the birth-rates, the increase in the Aboriginal demographics in the 30 year span (1961-1991) may also result from a large portion of Aboriginals having been reinstated to status under the Indian Act, as a result of Bill C-31.

(Sources: *Saskatchewan and Aboriginal Peoples in the 21st Century: Social Economic and Political Changes and Challenges*, 1997)

- 1.2.2 The *Sask-Trends Monitor*, during 1996, profiled population counts for the Province of Saskatchewan. The figures were gleaned in data collected from Saskatchewan Health figures for 1995/96. The Province was divided into five regions. The profile for each region reported that the Aboriginal population is spread throughout the province but that the higher figures were in the Northern Saskatchewan region, which covers an area of 250,000 square kilometers. Almost one quarter of the population for the province lives in the northern economic region. The profile for this region identified that, in 1996, two thirds of the Aboriginal population lived in this region. *Table 2* shows the total population figures, highlighted from the five regions profiled.

Table 2
1996 Aboriginal Population in Saskatchewan - by Region

Population	Northern Region	East Central Region	West Central Region	South- east Region	South- west Region	Provincial Total
1996 Region Counts - all population	248,011	102,411	281,949	315,064	111,587	1,059,022
1996 Aboriginal Counts¹	41,904	13,197	5,404	11,588	6,696	78,789
% of increase /decrease in region total population						
1986-91	+0.1%	-1.0%	+0.3%	-0.1%	-1.2%	-1.9%
1991-96	+0.6%	-0.7%	+0.7%	-0.2%	-1.1%	-0.7%
% in increase in Aboriginal population¹						
1986-91	+4.8%	+3.9%	+3.7%	+3.7%	n.a. ²	+16.1% ³
1991-96	+5.0%	+4.3%	+5.2%	+3.4%	n.a. ²	17.9% ³

¹ Aboriginal population on reserves in the region ² figures not available

³ does not include a % rate from the South-west Region

Aboriginal data extracted from the community population tables for the six regions

Northern Region - covers two components - North, which runs from north of the parkland to approximately the 54th parallel, and the Far North, which is the vast expanse north of the 54th parallel - in total 250,000 square kilometres. Prince Albert is the largest community in this region;

East Central Region - covers 64,000 square kilometres west from the Manitoba border to the Quill Lakes in the Northwest and the town of Wolseley in the SouthEast. The area includes the communities of Moosomin, Esterhazy, Melville, Yorkton (largest in the region), Kamsack and Canora;

West Central Region - covers rectangular area east from the Alberta border to the Quill Lakes, incorporating Saskatoon, Battleford, Kindersley, Rosetown and Lanigan - 48,000 square kilometres;

Southeast Region - covers 64,000 square kilometres north from the US border, across the Qu'Appelle river;

Southwest Region - covers the area north of the US border, across the South Saskatchewan river and includes the towns of Eston and Elrose. The area is 81,000 square kilometres and includes the communities of Swift Current, Moose Jaw, Assinboia, Shaunovon and Maple Creek. This area covers 14% of the province.

(Source: *Region Profiles, Sask-Trends Monitor, Volume XIII Numbers 6-10, June - October 1996*)

- 1.2.3 Highlights from the 1996 Census indicate that the total population of Saskatchewan (from 1991 - 1996) had increased more slowly (+0.1%) than predicted (+1.4%) and that the centre point of Saskatchewan is gradually moving north and west of the province.

The highlights alerted the readers that the 1996 Census figures did not include those who were absent from their place of residence on Census Day. In 1991 that figure was estimated to be 92,584 persons across Canada.

The report indicated that the population on reserves in the Province of Saskatchewan increased by 25% between 1991 and 1996. The significant increase could be the result of higher fertility rates and/or lower mortality rates of Aboriginals, or better census information collected in the 1996 Census. The 25% rate is significantly higher than the population increase of 17.9% based on the Saskatchewan Health figures notes in Table 2.

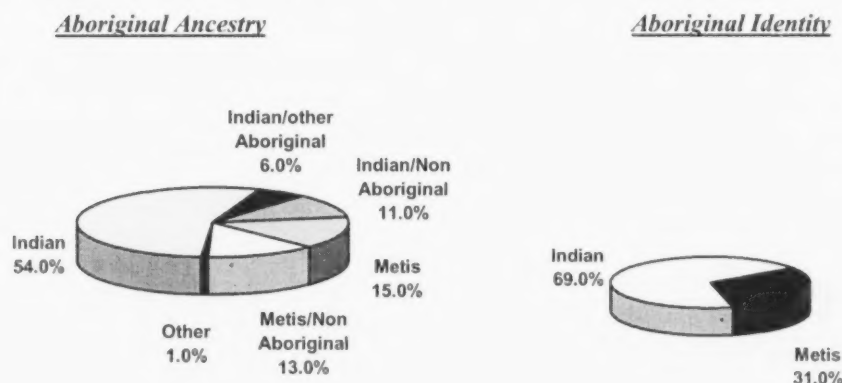
(Source: *1996 Census Population, Sask-Trends Monitor, Volume XIV Number 4, April 1997*)

- 1.2.4 Saskatchewan Aboriginal data gathered from the 1991 Census, and used to produce the Aboriginal Peoples Survey (APS), highlighted that 31% of Aboriginal people live on Indian Reserves, 15% live in Saskatoon and 13% in Regina. The balance, 41%, live in other non-reserve areas in the province.

The APS report used two approaches to determine the definition of Aboriginal persons - that of **Aboriginal Ancestry** and **Aboriginal Identity**. Aboriginal Ancestry is defined as those who responded in the *Census 1991* survey to the ethnic origin question "To which cultural group(s) did your ancestors belong?" Those who responded as North American Indian, Metis or Inuit alone or in combination with another cultural group, were

considered to be of Aboriginal Ancestry. In determining the group for Aboriginal Identity, the APS took the group of persons of Aboriginal ancestry, those registered as Indians and Band members, and asked the multiple-choice question "With which Aboriginal group do you identify?" The categories given for the response were North American Indian, Metis, Inuit, or a combination of these. The results were used for the statistics to identify Aboriginal Identity. Figure 1 provides the Province of Saskatchewan breakdown (according to the APS report) of the population identified under **Aboriginal Ancestry** and **Aboriginal Identity**. The report makes mention that there are a "...variety of different 'definitions' of Aboriginal ancestry, origins, and status [which] begs the question of just who is an Aboriginal person, who is an Indian or Metis, and more importantly, who decides."

Figure 1
Population identified as Aboriginal Ancestry and Aboriginal Identity



(Source: *Aboriginal People in Saskatchewan, Sask-Trends Monitor, Volume X Number 3, March 1993*).

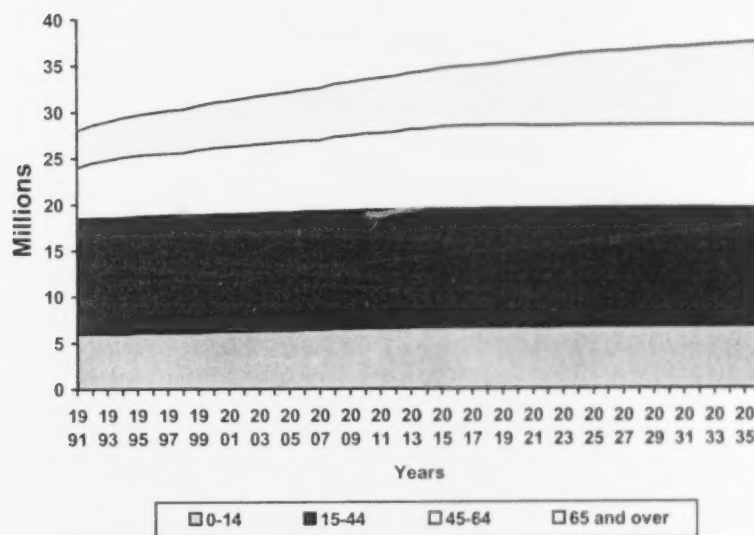
- 1.2.5 Statistics Canada has announced that in January 1998, the release of the *1996 Census*, with respect to the Aboriginal population, will be produced.

(Source: *Census Update, Canadian Social Trends, Number 45, Summer 1997*)

1.3 Population projections in Canada and Saskatchewan for the next twenty years

- 1.3.1 Statistics Canada reports that the median age of the population in Canada is continually rising. In 1921 the median age was 23.9 years, in 1970 it was 25.9 years, and in 1992 that median age increased to 33.8 years. The projection is that the median age level will be over 40 by the year 2036. *Figure 2* highlights the projected age categories of the population in Canada between 1992 and 2036.

Figure 2
Age Categories of the Population in Canada between 1992 and 2036¹



¹projection based on total fertility rate of 1.84, annual immigration rate of 250,000, and annual emigration rate of 86,886.

(Source: Statistics Canada. *Canadian Social Trends*, Number 29, Summer 1993)

- 1.3.2 In the Aboriginal population, the figures are somewhat different. Whereas Statistics Canada projects that the median age of Canadians will be over 40 by the year 2036, the Federation of Saskatchewan Indian Nations projects that the median age of the Aboriginal population by 2015 will be 30 years - more than 10 years younger than the total population. The *Aboriginal Economic Impact Study* projects that in the year 2015, 31% of the

Aboriginal population will be in the 0-17 age group, 62% will be in the 18-64 age category and 6% in the over 65 age group.

Table 3 records the projection of the Saskatchewan population up to the year 2016, by selected age groups - taken from the *Census 91* data.

Table 3
Projection of Saskatchewan Population to the year 2016 (000's)

<i>Total Population</i>							
Age Level	1996	2001	2006	2011	2016	Change 000's	Change %
15-24	142.9	146.3	144.1	135.6	126.9	-16.0	-11.2
25-34	137.2	124.9	127.4	131.3	131.4	-5.8	-4.2
15-24	154.2	151.9	134.1	123.4	125.1	-29.1	-19.9
45-64	192.2	220.7	253.4	275.1	273.8	+81.6	+42.5
65+	148.3	151.1	152.7	158.7	176.2	+27.9	+18.8

<i>Aboriginal</i>							
15-24	22.9	26.1	29.5	31.0	32.5	+9.6	+41.9
25-34	17.1	19.2	22.5	25.7	29.2	+12.1	+70.7
35-44	13.2	15.8	16.8	19.0	22.2	+9.0	+68.2
45-64	11.4	14.7	19.5	24.2	28.3	+16.9	+148.2
65+	3.5	4.3	5.2	6.5	8.4	+4.9	+140.0

<i>Non-Aboriginal</i>							
<i>15-24</i>	120.0	120.2	114.6	104.6	94.4	-25.6	-21.3
<i>25-34</i>	120.1	105.7	104.9	105.6	102.2	-17.9	-14.9
<i>35-44</i>	141.0	136.1	117.3	104.4	102.9	-38.1	-27.0
<i>45-64</i>	180.8	206.0	233.9	250.9	245.5	+64.7	+35.8
<i>65+</i>	144.8	146.8	147.5	152.2	167.8	+23.0	+15.9

(Source: People Patterns Consulting, Roger Sauvé, presented at the Job Outlook Conference, Regina, March 1997)

- 1.3.3 The *Aboriginal Economic Impact Study* predicts that in the Province of Saskatchewan - with the largest proportion of Indian to non-Indian people in the country (8% in 1990) - the rate could reach 13% by the year 2015. The writers of the report predict that, with the decline in the non-Indian population in the province, the demographics will change dramatically, which will have major implications for politicians and government laws.

The following highlights, taken from the above mentioned report, record that:

- *The total [Saskatchewan] population of 15-24 year olds is projected to decrease 6% by the year 2011, while the corresponding Aboriginal cohort will increase by 71%;*
- *By 2001 one quarter of all Labour-Force entrants and one-third of all new school entrants will be Aboriginal, with the vast majority being Indian;*
- *Over the next two decades, the Aboriginal 25-34 age group is projected to increase by 38%, from 21,700 to 30,000, while the non-Aboriginal university-age population will be experiencing a substantial decline. The non-Aboriginal 15-34 age cohort is projected to lose 66,700 individuals by the year 2011.*

Regarding the above statistic (that the non-Aboriginal 15-34 age level will decrease significantly in the years 1996-2016), if the reader uses the statistics provided by *People Patterns Consulting*, identified in Table 3, the figure would project a decline by 36.2%, or 43,500 non-Aboriginals in this time period;

The writers of the *Aboriginal Economic Impact Study* cautioned readers to be aware that the data used to write historical and projection reports, are taken from census results and, depending on how they are tabulated, the figures could vary significantly. For instance, in the last number of census conducted over the thirty-six year period (1961-1996), the terminology for Indian, Native Indian and Eskimo, Aboriginal, Native peoples and others, varied.

(Source: *Saskatchewan and Aboriginal Peoples in the 21st Century : Social Economic and Political Changes and Challenges*, 1997)

2.0 Aboriginal Labour-Force/Employment Statistics and Projections

2.1 Labour-Force projections for Canada and Saskatchewan in the next twenty years

- 2.1.1 According to Statistics Canada, the Labour-Force is defined as those who are 15 years of age and over who are employed or unemployed. Employed is defined as those who are working. Unemployed is defined as those who are not working but who are looking for work.

(Source: Statistics Canada, *Guide to the Labour Force Survey*, January 1997)

- 2.1.2 The writers of the *Aboriginal Economic Impact Survey* reported a rate of 59.69% (69,675) for the provincial First Nations people that are of Labour-Force age - 15 and older, in 1991.

(Source: *Saskatchewan and Aboriginal Peoples in the 21st Century : Social Economic and Political Changes and Challenges*, 1997)

- 2.1.3 Roger Sauvé of People Patterns Consulting, provided an overview of the 1991 Labour-Force participation rates for both Aboriginals and Non-Aboriginals (*Table 4*). The table identifies the Labour-Force age level beginning at age 15. The Labour-Force participation rate is the percentage of people 15 years or older who are in the Labour-Force (that is, either employed or unemployed). The remainder, those not in the Labour-Force, are either staying at home, retired, going to school, on social assistance, or for some other reason do not wish to be in the Labour-Force.

Table 4
Labour-Force Participation Rates, 1991 - % of each
age group in the Labour-Force

Age Group	Aboriginal Total	Aboriginal Off-Reserve	Aboriginal On-Reserve	Non- Aboriginal Total
15+	49.8	55.1	37.8	70.1
15-24	35.6	41.8	21.9	70.9
25-34	63.4	67.2	53.7	89.8
35-44	67.7	72.2	56.6	91.4
45-64	51.2	56.4	41.4	75.7
65+	7.3	8.5	5.4	17.8

(Source: People Patterns Consulting, Roger Sauvé, presented at the Job Outlook Conference, Regina, March 1997)

- 2.1.4 Roger Sauvé, People Patterns Consulting, projects the Saskatchewan Labour-Force population to the year 2016. His data identifies both the number and percentage changes over the twenty year period. The figures are outlined in Table 5 and are divided into Aboriginal and non-Aboriginal categories.

Table 5
Saskatchewan Labour-Force Projections to the year 2016 (000's)
Total Population

Age Level	1996	2001	2006	2011	2016	Change 000's	Change %
15-24	93.3	94.5	91.8	85.2	78.5	-14.8	-15.8
25-34	118.6	107.1	108.5	111.1	110.3	-8.3	-7.0
35-44	137.7	135.1	118.6	108.3	109.1	-28.6	-20.7
45-64	142.7	163.4	187.1	202.3	200.3	+57.6	+40.4

65+	26.1	26.4	26.7	27.6	30.5	+4.4	+16.8
<i>Aboriginal</i>							
15-24	8.2	9.3	10.5	11.0	11.6	+3.4	+41.5
25-34	10.8	12.2	14.3	16.3	18.5	+7.7	+71.3
35-44	8.9	10.7	11.4	12.9	15.0	+6.1	+68.5
45-64	5.8	7.5	10.0	12.4	14.5	+8.7	+150.0
65+	0.3	0.3	0.4	0.5	0.6	+0.3	+100.0
<i>Non-Aboriginal</i>							
15-24	85.1	85.2	81.3	74.2	66.9	-18.2	-21.4
25-34	107.8	94.9	94.2	94.8	91.8	-16.0	-14.8
35-44	128.8	124.4	107.2	95.4	94.1	-34.7	-26.9
45-64	136.9	155.9	177.1	189.9	185.8	+48.9	+35.7
65+	25.8	26.1	26.3	27.1	29.9	+4.1	+15.9

(Source: People Patterns Consulting, Roger Sauvé, presented at the Job Outlook Conference, Regina, March 1997)

2.2 Labour-Force statistics for the Metis population

- 2.2.1 *The 1996 Gabriel Dumont 1996 Update Report* recorded that in 1991, 52% of Metis, aged 15 to 64, had jobs and were considered part of the Labour-Force. This is a significantly lower percentage than the 70% of the non-Aboriginal population. The *Update* also indicated that, in 1991, 21.8% of Metis, aged 15 to 64, were unemployed, compared to 10.0% of the non-Aboriginal population. Metis women had a poorer chance of gaining employment than Metis men - 53% unemployed Metis women to 43% unemployed Metis men.

(Source: Gabriel Dumont Institute of Native Studies and Applied Research, *Update Report*, 1996)

2.3 Employment to population ratio in Canada and Saskatchewan

- 2.3.1 According to Statistics Canada, the Province of Saskatchewan is divided into eighteen census divisions. In forecasting Aboriginal statistics for the future, the *Aboriginal Economic Impact Study* divided the province into three regions. *Region 1* was divisions 17 and 18 from the census divisions; *Region 2* was the urban centres of Regina, Saskatoon and Prince Albert, and *Region 3* was the remainder of the province. Table 6 illustrates the Aboriginal and non-Aboriginal full-time employment to population ratio in Saskatchewan in 1991 - by region.

Table 6
Full-time Employment Ratios in Saskatchewan (1991)

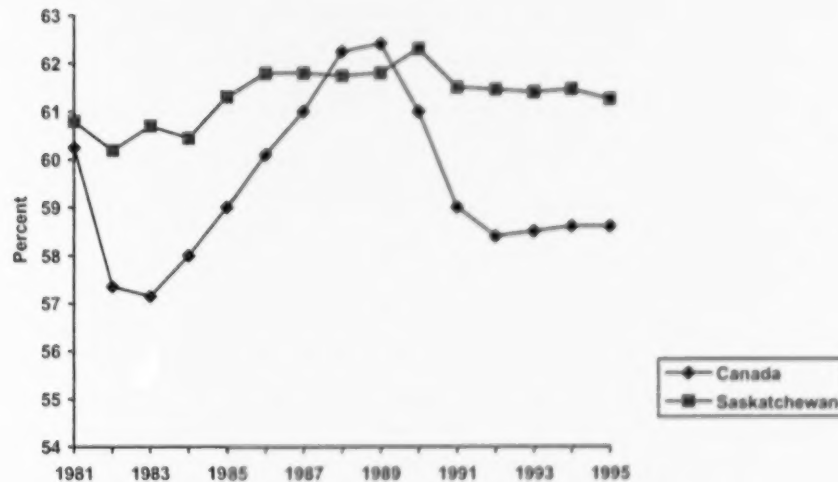
	<i>Region 1</i>	<i>Region 2</i>	<i>Region 3</i>	<i>Provincial Total</i>
Aboriginal	28.9%	34.1%	35.8%	33.2%
Non-Aboriginal	52.9%	54.3%	51.6%	52.8%

(Source: *Saskatchewan and Aboriginal Peoples in the 21st Century : Social Economic and Political Changes and Challenges*, 1997)

- 2.3.2 The Sask-Trends Monitor, in July 1997, reported that over the last five years, employment in Saskatchewan had grown at the rate of 0.1% per year compared to Canada's rate of 1.2%. *Figure 3* shows the employment rate, both in Saskatchewan and Canada for the years 1981 - 1995. Statistics Canada defines the employment rate as the percentage of the Saskatchewan population aged 16 and over who have jobs (full-time, part-time, self-employed, etc.) compared to the overall provincial population aged 16 and over.

Saskatchewan's employment rate appears high when compared to the Canadian rate. The readers are reminded that this could be the result of one of two factors - the high agricultural base in the province and the fact that young unattached, unemployed people leave the province in search of employment, thereby reducing the overall population figures of those aged 16 and over.

Figure 3
Employment Rate - Canada and Saskatchewan 1981 - 1995
(employed as a percent of the total population 16 or older)



(Source: Comparison of Economic Indicators, *Sask-Trends Monitor*, Volume XIV Number 7, July 1997)

- 2.3.3 The *Pathways to Success : Aboriginal and Training Strategy*, is a policy and implementation paper designed to develop a relationship between the Aboriginal groups in Canada and Employment and Immigration Canada (EIC). The report outlined that the main objective is *to invest in and develop a trained Aboriginal Labour-Force for participation in unique Aboriginal labour markets and the broader Canadian labour market*. The report identified the Aboriginal people as Native, Inuit, Indian, Metis, Status Indian, Non-Status Indian, Treaty Indian, and First Nations. The writers of the *Pathways to Success* report developed five partnership principles which are: *Consultation Process and Local Control of Decision Making; Delivery Mechanisms; Funding Mechanisms and Institutional Development Capacity; Employment Equity; and Eligibility for Programs and Services*. Within Principle #4 - *Employment Equity*, the report stated that the *Pathways to Success* strategy should ensure that EIC established mechanisms for the recruitment, hiring and retention of Aboriginal employees, particularly Aboriginal women. Employers, according to the report, should be encouraged to hire Aboriginals for positions. A possible employer-based equity incentive could be to provide employers with tax breaks for hiring

Aboriginal people.

(Source: *Pathways to Success : Aboriginal Employment and Training Strategy - A policy and Implementation Paper*, Employment and Immigration Canada, 1990)

2.4 Aboriginal employment projections

- 2.4.1 The *Aboriginal Economic Impact Study* reports an overall growth rate of 2.5% in total Saskatchewan employment between the years 2001 - 2041. The employment count was 458,000 in 1991, projected to be 499,100 in 2001 and 619,500 in 2041. The writers of the report, comparing the figures of the population in Saskatchewan as well as the Aboriginal population, determined that in 1991, 24,564 of Aboriginals held jobs, which was 5.4% of all the jobs in the province. In another assumption, the writers project, if the 5.4% remains constant, that by the year 2041, the figure of Aboriginal people in the Labour-Force who are employed, will have increased to 33,000. This projected figure will be 11.1% of Aboriginal people of labour-force age (Table 7).

Table 7
Projections of Aboriginal People of Labour-Force Age who are employed

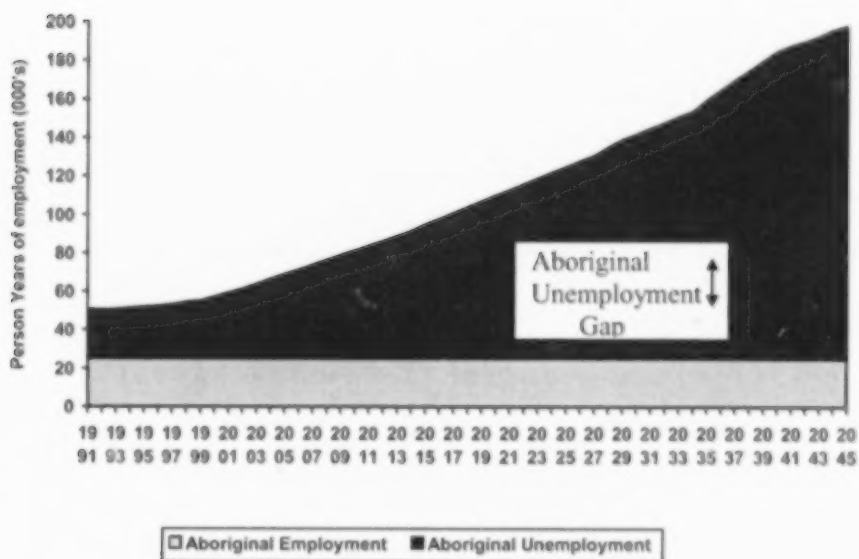
	1991	2001	2011	2021	2031	2041
<i>Aboriginal Employment (000's)</i>	25	27	28	29	31	33
<i>Percent of Aboriginal People of Labour-Force Age who are employed</i>	35.2%	25.4%	20.0%	16.4%	13.5%	11.1%

(Source: *Saskatchewan and Aboriginal Peoples in the 21st Century : Social Economic and Political Changes and Challenges*, 1997)

The report predicts that, with the growing Aboriginal population, the Aboriginal employment gap would continue to increase and that it would be 53% in the year 2045. The Aboriginal employment gap, according to the writers of the report, is the number of person years of employment required to bring the Aboriginal employment rate up to the average rate for the province. The employment rate is calculated by dividing the total number of Saskatchewan jobs by the total number in the Labour-Force age group. For 1995 the total employment rate was 62%. For the Aboriginal people, that figure was 31% - number of Aboriginal jobs divided by the population of Aboriginals in the labour-force age group. The gap is 31%, which is

25,740 Aboriginal jobs. The Aboriginal unemployment rate is calculated as the total number of Saskatchewan unemployed Aboriginal population divided by the labour-force age population. *Figure 4* illustrates the growing Aboriginal labour-force and the increasing unemployment rates for the next fifty years (1995-2045).

Figure 4
Saskatchewan Aboriginal Labour-Force, Employment and
Unemployment Rates 1995-2045



Source: *Saskatchewan and Aboriginal Peoples in the 21st Century: Social Economic and Political Changes and Challenges*, 1997)

2.5 SIAST Graduate Employment Survey Results for 1996

2.5.1 The major findings of the *SIAST Graduate Employment Survey for 1996* record that, of the respondents:

- 84% indicated they were currently employed;
- 79% were employed in a training related occupation;
- 93% were working in Saskatchewan;
- 91% of the Labour-Force graduates were working;
- 68% of the Labour-Force graduates were working in full time training related occupations;

- 53% identified themselves as female, 47% male, 8% Aboriginal, with the average age at 25.9 years.

The 1996 GES reported on data collected from the 2531 1995-96 graduates from 125 programs offered at SIAST. These programs were the applied certificate, certificate, advanced certificate and diploma ones that are twelve weeks or more in length.

For the GES survey, Statistics Canada's definition of the Labour-Force was used.

The results of the survey indicated that respondents gave the following reasons why they undertook and completed a program of study at SIAST:

*future employment in the field;
change of career; and
updating job skills.*

The report provides the reader with a vast array of information on each program and includes a four year employment comparison.

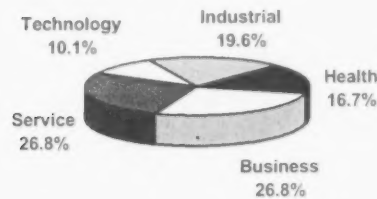
Source: SIAST Graduate Employment Statistics Report, 1996)

2.6 SIAST Aboriginal Graduate Employment Survey Results for 1996

- 2.6.1 The 1996 *Aboriginal Graduate Employment Statistics Report* is nearing completion. The report is based on data collected in the 1996 SIAST Graduate Employment Survey from graduates in the 1995-96 academic year.

Figure 5 provides a breakdown of the identified aboriginal graduates who responded to the survey, according to program area.

Figure 5
Responding Aboriginal Graduates - by Program Area



(Source: *Aboriginal Graduate Employment Statistics Report, 1996*)

Highlights of the Aboriginal report are as follows:

Enrollment

10.5% of students enrolled in SIAST credit programs identified themselves as Aboriginal;

Woodland Campus continued to have the largest percentage of enrolled Aboriginal students - 30.8%;

Enrollment of students in SIAST programs, identifying themselves as Aboriginals, had increased steadily over the last five years - from 8% in 1992 to approximately 11% in 1996;

Graduates

Woodland Campus continued to have the higher concentration of Aboriginal graduates - 23.6%;

Overall, in SIAST, the percentage of Aboriginal graduates had also increased steadily, with an increase in 1995 from 6.5% to 7.3% in 1996.

In responding to the question regarding the 'reason for completing their program', 22.6% of Aboriginal graduates stated **Updating job skills**; 21.2% indicated **Change of career**; and 49.6% indicated **Employment in the field**.

Employment

The Labour-Force employment rate for responding Aboriginal graduates is 88.4%, an increase from 83.8% in 1995;

26.6% of Aboriginal graduates indicated that they work in Regina; 17.9% in Saskatoon, with 54.6% elsewhere in Saskatchewan;

78.8% of the Aboriginal graduates indicated they were working in full-time training related occupations.

Income

Table 8 provides the reader with a comparison of the average full time training related monthly salary for both Aboriginal and non-Aboriginal graduates for the years 1992-1996.

Table 8
Average full-time Training Related Monthly Salary

	<i>1992</i>	<i>1993</i>	<i>1994</i>	<i>1995</i>	<i>1996</i>
Aboriginal	\$1743	\$1683	\$1795	\$1889	\$1790
Non-Aboriginal	\$1761	\$1729	\$1781	\$1833	\$1744
Salary Difference for Aboriginals	-\$18	-\$46	+\$14	+\$56	+\$46

(Source: *Aboriginal Graduate Employment Statistics Report, 1996*)

2.7 Industry working to develop Aboriginal relations

- 2.7.1 Roger Hill and Pamela Sloan, writing in *The Canadian Business Review*, acknowledged that many companies are establishing partnership relationships with the Aboriginal people and communities "based on mutual respect and mutual benefit".

The writers acknowledged that many of these partnerships had been established to comply with recent Government legislations - *employment equity; human rights; land claims; surface lease agreements; and treaty negotiations*. The writers reported though that many of the partnerships have gone beyond compliance with the law. In surveying corporations for their book *Corporate Aboriginal Relations*, Hill and Sloan determined many similar themes in the reasoning for the new relationships. These were:

<i>demographic trends</i>	<i>land use considerations</i>
<i>economic development</i>	<i>significant business benefits</i>

Hill and Sloan indicated that Aboriginal relations programs established by corporations were aimed primarily at removing barriers, solving problems and providing opportunities for Native people. The relations programs

identified four major areas for action: *pre-employment, employment, business development, and community relations*. The success of these action plans are two-fold:

for corporations - the benefit is from productivity improvements and improved access to new markets and resources;

for the Aboriginal people - the benefit is in new employment and training opportunities and the improved potential for economic self-sufficiency.

According to Hill and Sloan, "...*Aboriginal employment and corporate relations are likely to become one of the most dynamic and challenging areas for management over the remainder of this decade and well into the next century.*"

Figure 6 details clearly the enormous benefit to Cameco in establishing relationships with Aboriginal northern suppliers.

Figure 6
Cameco's Volume of Business from Northern Suppliers (1991-1995)

(Source: A New Era in Corporate Aboriginal Relations, Canadian Business Review, Volume 23, Number 1, Spring 1996)

- 2.7.2 In 1996, the Canadian Forest Service and Indian and Northern Affairs Canada, established The First Nation Forestry Program. The aim of the program is to give First Nation individuals new skills in forestry in order to increase their opportunities to work in the forestry sector. One of the main goals of the program is "... *sustainable forest management*", according to Lorne West of the Canadian Forest Service. The Canadian Forest Service is responsible for the delivery and implementation of the program. In 1996-

97, the First Nation Forestry Program provided \$1.2 million to a number of projects in Western Canada and the North West Territories. In 1995, over \$10 billion in wages were paid to the 350,000 Canadians who work directly in the forest, wood and paper industries.

(Source: *Forestry Program for First Nations, and Did you know that the forestry industry employs more people in Canada than any other single industry?*, *Saskatchewan Sage*, Volume 1 Number 12, September 1997)

3.0 Education Levels

3.1 Post-secondary education levels and qualifications of the Aboriginal people

- 3.1.1 The *Aboriginal Economic Impact Study*, identified the post-secondary education qualifications of Aboriginal people in Saskatchewan - taken from *Census 1991 (Table 9)*.

Table 9
Post-Secondary Education Qualifications of Aboriginal People in Saskatchewan - 1991

CATEGORY	MALES	FEMALES	TOTALS
Education, Recreational, Counselling	520	1,190	1,710
Fine and Applied Arts	130	395	525
Humanities	130	140	270
Social Sciences	605	945	1,550
Commerce, Admin. Management	465	1,810	2,275
Agriculture/Biological Sciences	210	305	515
Applied Sciences	3,170	375	3,545
Health, Professions, Technology	120	950	1,070
Mathematics, Physical Sciences	30	35	65
All Others	15	15	30
Totals	5,395	6,160	11,555

Source: *Saskatchewan and Aboriginal Peoples in the 21st Century : Social Economic and Political Changes and Challenges*, 1997)

The report also outlined the 1996 enrollment statistics for Aboriginal students attending post-secondary institutions for certificate, diploma or degree programs (*Table 10*). The figures did not include those adult students who were upgrading in programs such as Adult Basic Education, nor private training institutions.

Table 10
Aboriginal Student Enrollment in Saskatchewan - 1996

First Nations Institutions:	
Saskatchewan Indian Institute of Technology	809
Saskatchewan Indian Federated College	1542
Teacher Education : ITEP, NORTEP	504
Metis Institutions:	
Gabriel Dumont Institute	120
Dumont Technical Institute	136
Teacher Education : SUNTEP	144
Non-Aboriginal Institutions:	
Saskatchewan Institute of Applied Science and Technology	2321
University of Saskatchewan - all colleges	651
College of Education	1611
TOTAL NUMBER ENROLLED	7838

(Source: Saskatchewan and Aboriginal Peoples in the 21st Century : Social Economic and Political Changes and Challenges, 1997)

- 3.1.2 *Windspeaker*, Canada's National Aboriginal News Source, reported that an agreement had been established to provide on-the-job training, through the new Resource Management Personnel Program, for Aboriginal graduates of the First Nation Integrated Resource Management program. The multi-partner agreement, between the Federal and Provincial governments and the Federation of Saskatchewan Indians, provides funding and services to enable the graduates gain "important experience in a career field where their skills and background will be invaluable in their communities in the coming years." Lorne Scott, Minister of Environment and Resource, stated that "Solving many of the province's longer term resource management concerns will require the full involvement of trained, knowledgeable and experienced First Nations' resource managers."

(Source: On the job training provided to Grads, Windspeaker, Volume 15 Number 5, September 1997)

- 3.1.3 The report, *The Economic Status of Saskatchewan Women*, prepared by the *Women's Secretariat*, reported that Aboriginal women and men were more likely not to have formal education beyond the elementary school level.

Table 11 provides the reader with the comparison education levels of both the Aboriginal and non-Aboriginal population in the province.

Table 11
Education Level by Aboriginal Status and Gender - in Saskatchewan

Education Level	Aboriginal People		Non-Aboriginal	
	Men	Women	Men	Women
Less than Grade Nine	30.3%	26.4%	16.0%	13.6%
Some High School	32.3%	32.5%	30.1%	29.4%
High School Diploma	6.5%	6.4%	11.2%	11.8%
Some Post Secondary	19.8%	20.2%	21.7%	20.9%
Post-Secondary/Trade Certificate	8.8%	11.1%	10.9%	16.2%
University Degree	2.3%	3.4%	10.1%	8.2%

(Source: The Economic Status of Saskatchewan Women, Spring 1997)

3.2 Aboriginal education data from the SIAST Education Equity Program Annual Monitoring Reports

- 3.2.1 The SIAST Education Equity Program is designed to provide access for persons of designated groups (which includes Aboriginals) and to provide support services for them while they are enrolled in SIAST programs. One of the targets of the program is the retention of aboriginal students in SIAST programs. The long term goal of the program is to have a proportionately represented Saskatchewan workforce, so that all persons can participate in the economic and social life of the province. The annual SIAST Education Equity reports, submitted to the Saskatchewan Human Rights Commission, indicate that this is occurring.

The writers of the *SIAST Education Annual Monitoring Report for 1995-96* posed the question of the status of 'employment for Aboriginal students who graduate from SIAST programs'. The *1995-96 monitoring report* highlighted the following data:

74% of the 1995 Aboriginal graduates found employment six months after graduation, compared to 82% of all SIAST graduates who had found employment;

The percentages indicated a slight increase with the rates for the 1994 graduates of 72% (for Aboriginal graduates) and 78% (of all SIAST graduates).

The SIAST Education Equity Program was awarded the 1996 Training for Excellence Award by the Saskatchewan Labour-Force Development Board under the Promotion of Equity participation category.

During 1996 the program held a conference for students of aboriginal ancestry. The conference focussed on leadership skills training and development and resulted in a greater sense of aboriginal community within SIAST. The program intends to have the conference as an annual event.

(Source: SIAST Education Equity Program Annual Monitoring Report, 1995-96)

The 1996-97 monitoring report indicated that:

- overall the Aboriginal participation at:
Kelsey Campus was down from 8% in 1995-96 to 7% in 1996-97; Palliser Campus remained similar to last year's figure of 3.6%; Wascana Campus remained similar to last year's figure of 8%; Woodland Campus rate was 33% and exceeded the established target of 20%.
- overall the graduation rate for Aboriginal students had improved.

SIAST provides the Education Equity Program with a \$500,000 annual special fund which is utilized for training, research, communications and services to Education Equity students. The 1996-97 report recorded that 65 projects were delivered this past year.

The writers of the report are of the opinion that recruitment of Aboriginal persons is a community effort and requires the assistance of many associations, high schools, and the society at large. The Education Equity Program promotes SIAST programs through a variety of initiatives (*outlined on page 10 of the monitoring report*). The program also provides counselling assistance for Aboriginal students and indicates that the Aboriginal Student Activity Centres "*.. are a place for student interaction and fellowship, for liaison with stakeholders and for traditional feasts and ceremonies.*".

The monitoring report indicated that the short-term target for applications from Aboriginal students has not reached the target previously established by the program - with the exception of Woodland Campus (*Table 12*).

Table 12
Comparison : Short Term Target to Application Rate for
Aboriginal Students

<i>Campus and Program</i>	<i>Goal</i>	<i>Applications</i>
<i>Kelsey</i>		
* Health Sciences and Community Services	12.2%	9.1%
* Industrial and Technology	12.2%	6.5%
<i>Palliser</i>		
* Business	12.2%	4.9%
Technology	12.2%	3.8%
Industrial	12.2%	4.5%
<i>Wascana</i>		
* Agriculture	12.2%	26.3%
* Health Sciences	12.2%	7.2%
* Industrial, Technology and Business	12.2%	9.8%
<i>Woodland</i>		
* Business and Community Services	20.0%	47.1%
* Industry Resources	20.0%	41.9%
* Meadow Lake	20.0%	62.4%

(Source: *SIAST Education Equity Program Annual Monitoring Report, 1996-97*)

Table 13 provides the reader with a picture of Aboriginal applications, enrollment, and graduate figures at SIAST in 1996-97 for on-campus certificate and diploma programs and extension programs.

Table 13
Application, Enrollment and Graduate rates of SIAST-wide Aboriginal
Ancestry Students for 1996-97 - divided by campus

<i>Campus and Division</i>	<i>Total Apps</i>	<i>Aborig Apps</i>	<i>Total Enrol</i>	<i>Aborig Enrol (%)</i>	<i>Total Grads</i>	<i>Aborig Grads (%)</i>
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Kelsey

Health Science - Community Service	1346	123	803	54 (7%)	366	22 (6%)
Industrial & Engin. Technology	1177	77	560	33 (6%)	321	18 (5.6%)
Extension (Woodland)			16	3 (19%)	16	3 (18.7%)
Extension Full- Time Program			288	36 (13%)	245	46 (18.7%)
Extension Part- Time Program			494	149 (7%)	333	12 (3.6%)
TOTAL	2523	200	2161	275 (7%)	1281	101 (7.8%)

Palliser

Business	811	40	918	38 (4%)	309	5 (1.6%)
Technology	520	20	573	16 (3%)	114	6 (5.3%)
Industrial	381	17	204	6 (3%)	148	2 (1.4%)
Extension			481	184 (38%)	200	57 (28.5%)
TOTAL	1712	77	2176	244 (11%)	771	70 (9.1%)

Wascana

Agriculture	80	21	40	2 (5%)	29	0 (0%)
Health Sciences	1092	79	649	40 (6%)	482	22 (4.6%)

Indust/Technol /Business	939	92	803	81 (10%)	310	20 (6.5%)
Extension			369	31 (8%)	166	10 (6.0%)
Extension (Woodland)			16	0 (0%)	11	0 (0%)
TOTAL	2111	192	1877	154 (8%)	998	52 (5.2%)

Woodland

Business/Commun Services	722	340	539	174 (32%)	248	56 (22.6%)
Industry/Resources	365	153	255	85 (33%)	110	33 (30.3%)
Extension			623	319 (51%)	348	85 (24.4%)
Meadow Lake						
Business/Commun Services	39	24	36	20 (56%)	14	6 (42.8%)
Industry/Resources	62	39	39	25 (64%)	18	7 (38.8%)
TOTAL	1188	556	1492	623 (42%)	738	187 (25.3%)

The shaded percentages for students of aboriginal ancestry indicate that the 1996-97 participation targets have been met or exceeded

(Source: SIAST Education Equity Program Annual Monitoring Report, 1996-97)

Table 14 highlights the graduation rates of Aboriginal students compared to the overall graduation rates. The graduation rates are calculated by taking the number of graduates as a percentage of all enrolled students in this program, (includes first, second and third year students; therefore, one year programs and Extension programs tend to have higher graduation rates.

Table 14
Graduation Rates for Aboriginal Students for 1996-97

Campus and Division	All Students	Aboriginal
----------------------------	---------------------	-------------------

Kelsey		
* Health	45.6%	40.7%
* Industrial	57.3%	54.6%
* Extension	<u>73.0%</u>	<u>31.3%</u>
TOTAL	59.3%	36.7%
Palliser		
* Business	33.7%	13.2%
* Technology	19.9%	37.5%
* Industrial	72.5%	33.0%
* Extension	<u>41.6%</u>	<u>30.9%</u>
TOTAL	35.4%	28.7%
Wascana		
* Agriculture	72.5%	-----
* Health	74.3%	55.0%
* Industrial/Technol/Business	38.6%	24.7%
* Extension	<u>45.0%</u>	<u>33.3%</u>
TOTAL	53.2%	33.8%
Woodland		
* Business/Community Services	45.8%	32.2%
* Industry Resources	42.7%	38.8%
* Meadow Lake	<u>33.3%</u>	<u>22.2%</u>
TOTAL	48.9%	29.4%

Page 56 of the *monitoring report*, describes in detail the SIAST Education Equity Activities for 1996-97.

(Source: *SIAST Education Equity Program Annual Monitoring Report, 1996-97*)

3.3 Priorities for Aboriginal post-secondary education in Canada and Saskatchewan

- 3.3.1 In the *Throne Speech* opening the fall session of the 36th Parliament, Governor General Romeo LeBlanc, proclaimed June 21st as National Aboriginal Day - a day to honour the First Peoples of this land.

The *Speech* provided some significant initiatives for the Aboriginal community in Canada and pledged to:

- *develop relationships with Aboriginal people based on the principles of partnership, transparency, predictability and accountability;*
- *support the building of strong Aboriginal communities - communities that provide their members with better living standards and opportunities; and*
- *strengthen the capacity for good government in Aboriginal communities;*
- *respond to the Report of the Royal Commission on Aboriginal Peoples as soon as possible.*

LeBlanc, stated that "the budget will be balanced no later than [the] fiscal year 1998-99". Included as one of the three new education initiatives, LeBlanc stated that the Federal Government will:

- *Expand our Aboriginal Head Start program onto reserves to ensure that all Aboriginal children have the opportunity to get a good start in life.*

Recognizing the important role of governments to ensure the widest possible access to post-secondary education, LeBlanc stated that:

- *The Government will continue to reduce barriers to post-secondary education through further changes to the Canada Student Loans Program, increased assistance for students with dependents, and new scholarships to encourage excellence and to help low- and moderate-income Canadians attend university or college.*

In the *speech*, the Government pledged to work with the provinces, universities and colleges, the high-tech industry and rapidly growing sectors in order to develop a plan to provide educated and skilled employees for the workforce.

In order to provide young Canadians with a second chance, LeBlanc reported that the Government will:

- *Establish multi-purpose Aboriginal youth centres that will provide targeted social and cultural support in addition to increasing work and learning opportunities for urban Aboriginal youth.*

In the area of health, LeBlanc reported that "the Government will work with other partners and Aboriginal communities to:

- develop new initiatives to address the rapid increase in tuberculosis and diabetes in Aboriginal communities; and
- enhance research and dissemination of health information focussed on the needs of Aboriginal people through a new Aboriginal Health Institute.

(Source: *Speech from the Throne to Open the First Session Thirty-Sixth Parliament of Canada*, http://www.gg.ca/speeches/throne0923_e.html)

According to the *Star Phoenix*, the throne speech provided only 'broad outlines'. The newspaper report indicated that:

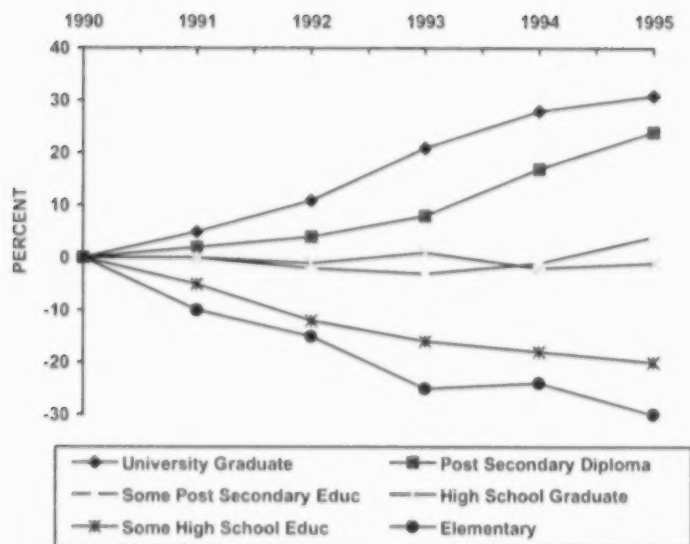
- Youth employment measures will emphasize internship programs and easing the transition from school to first-time jobs;
- New moves to boost high-tech industries will build on past programs that matched federal cash with the expertise of private industry and universities.

Phil Fontaine, Grand Chief of the Assembly of First Nations stated that he "was happy with the Government's promise to improve native education, employment and health as well as a commitment to respond to the findings of the Royal Commission on Aboriginal Peoples."

(Source: *The Star Phoenix*, September 24, 1997)

- 3.3.2 The New Democratic Government of Saskatchewan, in the spring of 1997, released the *Saskatchewan Training Strategy*. The *Strategy* reported that the economy for the province is promising, but if there is a shortage of skilled workers, then business and industry will not be in a position to expand. The report stated that *the ability to get a job is becoming more closely linked to education - and training*. Figure 7 describes for the reader how employment is linked with education.

Figure 7
Growth or Decline in Employment by Education Level



(Source: *The Saskatchewan Training Strategy : Bridges to Employment*, April 1997)

In the six year period between 1990-1996 there were significant changes in the employment industry in the province. As a example, the manufacturing industry saw an increase in employment by 4.3%, other primary industries by 4.1% and logging and forestry by 1.3%. Of the four major industries which saw a decrease, Agriculture reported the most dramatic change, at 15.3%.

Prior to presenting the *Training Strategy*, the Department of Post-Secondary Education and Skills Training consulted with many individuals and organizations in the province, which included - business, labour, training institutions, First Nations and Metis organizations. Common threads were heard in the consultations. One of these was that "*training and employment must provide opportunities for those who are under-represented in the workforce, such as Metis and First Nations peoples and those with disabilities, as well as those who are unemployed or on social assistance*".

The *Strategy* was developed for a number of reasons, and included the decision of the Federal Government to stop funding training programs across Canada. This decrease will realize a reduction of 27% in Saskatchewan's total training capacity, which is the loss of 6,000 training and employment program opportunities. The Provincial Government, in the

last budget, indicated that it will replace most of the federal cuts to SIAST over the next three years.

Three specific objectives, with action plans for each, were developed in the *Training Strategy*. The three objectives are:

- *Develop a Skills Workforce Relevant to Saskatchewan's Labour Market;*
- *Enhance Access and Support Opportunities for All Learners;*
- *Create a Coherent Effective and Sustainable Delivery System*

The statement in Section 3.3 of the action plan in the third objective above stated that the expansion of partnerships with the Aboriginal people must continue -

Expand partnerships with First Nations and Metis institutions and services to better identify and meet Aboriginal training and employment needs.

The *Strategy* recognized the projected population growth of the Aboriginal people in future years and indicated that partnerships and better working relations among the Aboriginal organizations, provincial training institutions, government, industry and community organizations, was necessary. The report acknowledged the already established partnerships between SIAST and the Saskatchewan Indian Institute of Technologies (SIIT), and the Dumont Technical Institute (DTI) and SIAST.

The following statements formed part of the action plan to increase the partnerships and better working relations:

- *Invite First Nations and Metis organizations to be active participants in the regional education, training and employment partnerships. This will provide a forum where First Nations and Metis organizations, regional colleges, SIAST and other community partners can work together to better identify Aboriginal training and employment needs and jointly develop strategies to meet them.*
- *Improve academic partnerships between SIAST, Saskatchewan Indian Institute of Technologies (SIIT) and DTI including opportunities to recognize credit programs developed by the Aboriginal institutions for provincial delivery.*

The timelines to begin working on these actions was identified as *Phase in beginning in 1997-98 (for the former) and Phase in beginning in 1998 (for the latter)*.

(Source: *The Saskatchewan Training Strategy : Bridges to Employment*, April 1997)

4.0 Economic Status

4.1 Income Levels

- 4.1.1 The *Sask-Trends Monitor*, reported that 61% of Aboriginal people in Saskatchewan have incomes of less than \$10,000, 13% with incomes in the \$20,000 to \$40,000 and 4% with incomes in excess of \$40,000. The statistics indicate that there is a significant difference when the figures are compared to those of the general Saskatchewan population in the same categories, with 37% at an income of less than \$10,000, 26% with an income in the range of \$20,000 - \$40,000 and 12% with incomes in excess of \$40,000.

(Source: *Employment, Education and Income : Saskatchewan Aboriginal Population Sask-Trends Monitor*, Volume X Number 10, October 1993)

- 4.1.2 According to the *Aboriginal Peoples Survey (APS)*, Aboriginal employment income levels are significantly lower for both Aboriginal men and women. *Table 15* details the difference in the income levels with the Aboriginal people compared to the total Saskatchewan population.

Table 15
Individual Income Levels in 1990 - Aboriginals and
Total Saskatchewan Population

<i>Income from all sources</i>	<i>Aboriginal People</i>	<i>Total Saskatchewan Population</i>
No income	14%	7%
Less than \$2,000	18%	8%
\$ 2,000 - \$ 9,999	29%	22%
\$10,000 - \$19,999	23%	26%
\$20,000 - \$39,999	13%	26%
\$40,000 and over	4%	12%

Data extracted from larger table. Percentages may not add due to rounding

(Source: *Aboriginal Peoples Survey : Schooling, Work and Related Activities, Income, Expenses and Mobility*, 1993)

- 4.1.3 The *Aboriginal Economic Impact Study* reported that weighted average tabulations were made to determine the average employment and personal income levels in Saskatchewan. The report recognized the fact that the weighted average employment income levels are different than those published in *Census 91* data. The weighted average in the study included part-time employees and their incomes. The study stated that since a greater number of part-time jobs are held by Aboriginals, the result is a reduced average income for Aboriginals. *Table 16* highlights the Aboriginal income levels for 1991, according to the Aboriginal Economic Impact Study.

The report also provided the proportion of Aboriginal employment in terms of full-time versus part-time, as *total full-time 9,460 (33.2%)* and *total part-time 19,020 (66.8%)* Aboriginals in the province.

Table 16
Aboriginal Average Employment Income in Saskatchewan

Category	Male FT	Male PT	Female FT	Female PT	Total
Aboriginal - Number of Employed	5,360	10,325	4,100	8,695	28,480
Non Aboriginal - Number of Employed	158,505	104,450	93,960	120,925	477,840
Aboriginal - Employment Income (Weighted)	27,251	9,632	21,283	7,395	13,942
Non-Aboriginal Employment Income (Weighted)	31,518	15,108	22,028	9,630	20,256

Data extracted from larger table

(Source: Saskatchewan and Aboriginal Peoples in the 21st Century : Social Economic and Political Changes and Challenges, 1997)

- 4.1.4 The report, titled, *The Economic Status of Saskatchewan Women*, prepared by the *Women's Secretariat*, reported that *Aboriginal women in Saskatchewan earn slightly less than non-Aboriginal women and significantly less than Aboriginal men.*

For full-time, full-year earnings, the report stated that, in 1990, non-Aboriginal men earned \$31,519 compared to the earnings of Aboriginal men, at \$27,163, and non-Aboriginal women earned \$22,025, compared to Aboriginal women, at \$21,130 (*Table 17*)

Table 17
Earnings Distribution by Aboriginal Status and Gender - Full-time and Part-time Earners

<i>Income Level Per Year</i>	<i>Aboriginal People</i>		<i>Non-Aboriginal</i>	
	Men	Women	Men	Women
Less than \$20,000	82.0%	90.6%	58.9%	80.6%
\$20,000 - \$39,999	13.2%	8.2%	25.1%	16.2%
\$40,000 and over	4.8%	1.2%	16.0%	3.2%

(Source: *The Economic Status of Saskatchewan Women*, Spring 1997)

In the report, the *Women's Secretariat* stated, that typically, non-Aboriginal men and women received their earnings from sources, such as pensions, self-employment, investments, wages and salaries, with a small percentage from social assistance and unemployment insurance (*Table 18*).

Table 18
Sources of Income By Aboriginal Status and Gender

Income Source	Aboriginal People		Non-Aboriginal	
	Men	Women	Men	Women
Pensions	1.7%	1.5%	10.2%	7.8%
Self-Employment	2.9%	1.5%	8.2%	4.5%
Investments	5.4%	4.9%	39.8%	39.2%
Wages and Salaries	55.5%	41.7%	64.2%	58.9%
Transfers and other sources¹	31.1%	28.2%	3.6%	5.0%

¹Social Assistance and unemployment insurance

(Source: *The Economic Status of Saskatchewan Women*, Spring 1997)

- 4.1.5 The results from the *SIAST Aboriginal Graduate Employment Survey* determined very little difference in the salary levels of Aboriginal graduates compared to all SIAST graduates. According to the data in Table 8 (on page 19), in the last three years the overall average monthly salary for Aboriginal graduates was higher than that of non-Aboriginals, at \$14 in 1994, \$56 in 1995, and \$46 in 1996. The statistics indicate that the income gap appears to disappear when Aboriginal graduates have similar education levels to the overall Saskatchewan population.

(Source: *Aboriginal Graduate Employment Statistics Report*, 1996)

- 4.1.6 The *Aboriginal Economic Impact Survey* reported that the 1995 average Aboriginal income is \$15,210 compared to the income of \$21,988 for non-Aboriginals. The average income gap is the difference between the two of \$6778. In Table 19 the writers of the *Aboriginal Economic Impact Survey* project the Aboriginal income gap from 1995 - 2045. The report attributes the notable difference in the income gap to the fact that Aboriginal people are paid lower rates of pay and they tend to have more part-time jobs than the non-Aboriginal counterparts. As stated above the Aboriginal Income gap in 1995 was \$6778. In 2045, the gap is projected be \$9,640.

Table 19
Saskatchewan Aboriginal Income Gap - 1995 - 2045

Year	1995	2005	2015	2015	2035	2045
Average Saskatchewan Employment Income	21,988	24,368	25,248	26,709	28,754	31,271
Average Aboriginal Employment Income	15,210	16,856	17,465	18,476	19,890	21,631
Aboriginal Income Gap	6,778	7,512	7,783	8,233	8,864	9,640

(Source: Saskatchewan and Aboriginal Peoples in the 21st Century : Social Economic and Political Changes and Challenges, 1997)

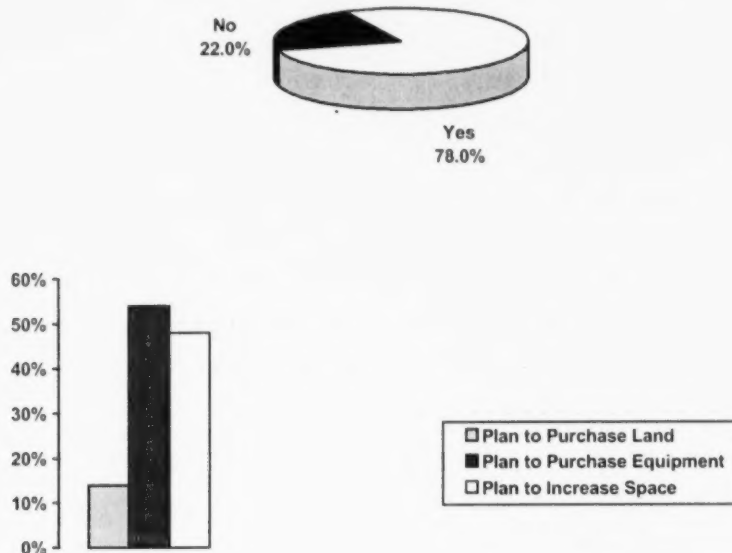
4.2 Economic strategy

4.2.1 The *Aboriginal Economic Impact Survey*, gathered data on Aboriginal businesses in the province. In the report the writers highlighted pertinent information regarding:

- *the length of time the businesses had been operating;*
- *the type of ownership (for example, sole, partnership, non-profit);*
- *the type of business;*
- *the number of employees both full-time and part-time;*
- *the profitability of the businesses;*
- *the future plans for the businesses- both in terms of expansion and employment figures.*

Figure 8 informs the reader that 78% of the Aboriginal respondents with businesses intend to expand in the next 5 years and that 54% plan to purchase new equipment.

Figure 8
Aboriginal Businesses - Plans for Expansion in the Next 5 Years



(Source: *Saskatchewan and Aboriginal Peoples in the 21st Century : Social Economic and Political Changes and Challenges*, 1997)

- 4.2.2 The *Aboriginal Economic Impact Study* report cited a study of Aboriginal firms receiving assistance under the Aboriginal Business Canada (ABC) program. A survey conducted by Goss Gilroy, titled *Financial Performance and Employment Creation Relating to Firms Assisted by Aboriginal Business Canada (February 1996)*, reported that there is a "growing Aboriginal entrepreneurial presence in the Saskatchewan economy." The survey recommended the readers to note that 19% of Aboriginal businesses had been in operation for 15 years or more and 30% for 10 years or more. The study found that 22.3% of new Aboriginal businesses of less than four years duration had folded. The study strongly emphasized to the readers that the figure is consistent with the national business figures and not a reflection on Saskatchewan nor Aboriginal businesses.

(Source: *Saskatchewan and Aboriginal Peoples in the 21st Century : Social Economic and Political Changes and Challenges*, 1997)

- 4.2.3 The *Aboriginal Economic Impact Study* included a section on Treaty Land Entitlement Survey Results. The report indicated that Saskatchewan is legally obligated to participate in the Treaty Land Entitlement due to the Natural Resources Transfer Agreement (1930). A condition under the agreement states that Saskatchewan "provide unoccupied Crown lands to enable Canada to fulfill its obligations under treaties." Unoccupied Crown lands no longer exist in the province, therefore Saskatchewan and all of Canada will provide money to entitle First Nations people to purchase private and Crown lands. The report stated that fulfillment of the treaties will lead to "greater economic and social independence and self-sufficiency for First Nations and will provide economic development opportunities for Saskatchewan people."

About half a billion dollars will be paid to Saskatchewan Aboriginals, over a twelve year period, under the Treaty Land Entitlements. The majority of the payments are being spent to purchase land. Though the Treaty Land Entitlement payment figure is significant, the writers of the report stated that this was not realize dramatic employment gains for aboriginal people.

(Source: *Saskatchewan and Aboriginal Peoples in the 21st Century : Social Economic and Political Changes and Challenges*, 1997)

5.0 Conclusion

The writers of the *Aboriginal Economic Impact Study*, in closing, put forth four challenges to create meaningful and long-term employment for Aboriginal people. The four challenges are, for the:

Corporate Sector, Government Partners, and Organized Labour to:
Develop First Nations Employment and Education Strategies

Educational Partners to:
Improve training and education opportunities for First Nations

The above mentioned study recognized the importance of education for the Aboriginal population and in particular the younger generation and emphasized the "... continuation and growth of Aboriginal education and economic development initiatives as strategies for closing the economic gap. The study encouraged the development of Aboriginal training policies at all post-secondary level training and education institutions in the province.

The Saskatchewan Training Strategy emphasized the need for Aboriginal organizations to have improved access to *labour market information and career services resources materials*.

With the SIAST Education Equity Program, many of SIAST's program offerings are tailored to the needs of different groups, particularly Aboriginals, and Institute-wide changes are being addressed to remove systemic barriers throughout the system. SIAST and the Saskatchewan Indian Institute of Technologies have developed a *Recruitment Strategy for First Nations Students* to enter science and technology programs at SIAST.

It is critical that post-secondary educational institutions in the province provide both access and opportunities for Aboriginal students to participate and succeed in their field of study. The educational opportunities need to be provided in order for Aboriginals to play a more active role in the labour-force, as we enter the new millennium.

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